

SECTION Z - NONREPRESENTED CLASSIFIED AND COVERED UNCLASSIFIED EMPLOYEE PAY SCHEDULES FOR 2003-05 BIENNIUM

INTRODUCTION

The Compensation Plan includes dollar values of the base pay rates and ranges and the within range pay steps of the separate pay schedules for nonrepresented classified employees and covered unclassified employees. The pay schedules are provided in the following order:

- Pay Schedule 1: General Nonrepresented Pay Schedule (Effective June 29, 2003 through June 26, 2004)
- Pay Schedule 1: General Nonrepresented Pay Schedule (Effective June 27, 2004 through June 25, 2005)

- Pay Schedule 50: Nonrepresented Patient Treatment-Related Broadband (Effective June 29, 2003 through June 26, 2004)
- Pay Schedule 50: Nonrepresented Patient Treatment-Related Broadband (Effective June 27, 2004 through June 25, 2005)
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- Pay Schedule 56: Nonrepresented Law Enforcement Broadband (Effective June 29, 2003 through June 26, 2004)
- Pay Schedule 56: Nonrepresented Law Enforcement Broadband (Effective June 27, 2004 through June 25, 2005)

- Pay Schedule 70: Nonrepresented Information Systems-Related Broadband (Effective June 29, 2003 through June 26, 2004)
- Pay Schedule 70: Nonrepresented Information Systems-Related Broadband (Effective June 27, 2004 through June 25, 2005)

- Pay Schedule 71: Nonrepresented Professional Legal-Related Broadband (Effective June 29, 2003 through June 26, 2004)
- Pay Schedule 71: Nonrepresented Professional Legal-Related Broadband (Effective June 27, 2004 through June 25, 2005)

- Pay Schedule 81: Nonrepresented General Broadband (Effective June 29, 2003 through June 26, 2004)
- Pay Schedule 81: Nonrepresented General Broadband (Effective June 27, 2004 through June 25, 2005)

- Pay Schedule 90: Executive Salary Group (ESG) (Effective June 29, 2003 through June 25, 2005)

- Pay Schedule 95: General Senior Executive Group (GSEG) (Effective June 29, 2003 through June 26, 2004)
- Pay Schedule 95: General Senior Executive Group (GSEG) (Effective June 27, 2004 through June 25, 2005)

All pay schedules for nonrepresented employees covered by this Plan are contained in this section except the Limited Term Employee Schedule (Schedule 18) which is contained in Section D.

PAY SCHEDULE 1: GENERAL NONREPRESENTED

June 29, 2003 through June 26, 2004

<u>Pay Range</u>	<u>Official Hourly Rate</u>				<u>Monthly Basis*</u>		<u>Annual Basis*</u>	
	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Step</u>	<u>8% of Minimum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
1-01	7.870	10.294	0.237	0.630	1,370	1,792	16,433	21,494
1-02	8.187	11.227	0.246	0.655	1,425	1,954	17,095	23,442
1-03	8.629	11.673	0.259	0.691	1,502	2,032	18,018	24,374
1-04	9.063	12.645	0.272	0.726	1,577	2,201	18,924	26,403
1-05	9.465	13.034	0.284	0.758	1,647	2,268	19,763	27,215
1-06	9.848	13.590	0.296	0.788	1,714	2,365	20,563	28,376
1-07	10.115	14.665	0.304	0.810	1,761	2,552	21,121	30,621
1-08	10.938	15.862	0.329	0.876	1,904	2,760	22,839	33,120
1-09	11.831	17.155	0.355	0.947	2,059	2,985	24,704	35,820
1-10	12.795	18.553	0.384	1.024	2,227	3,229	26,716	38,739
1-11	13.838	20.066	0.416	1.108	2,408	3,492	28,894	41,898
1-12	14.967	22.448	0.450	1.198	2,605	3,906	31,252	46,872
1-13	16.186	24.277	0.486	1.295	2,817	4,225	33,797	50,691
1-14	17.506	26.259	0.526	1.401	3,047	4,570	36,553	54,829
1-15	18.936	29.348	0.569	1.515	3,295	5,107	39,539	61,279
1-16	20.478	32.766	0.615	1.639	3,564	5,702	42,759	68,416
1-17	22.148	35.437	0.665	1.772	3,854	6,167	46,246	73,993
1-18	23.954	38.326	0.719	1.917	4,168	6,669	50,016	80,025
1-19	25.907	41.448	0.778	2.073	4,508	7,212	54,094	86,544
1-20	28.018	44.828	0.841	2.242	4,876	7,801	58,502	93,601
1-21	30.302	48.482	0.910	2.425	5,273	8,436	63,271	101,231
1-22	32.772	52.434	0.984	2.622	5,703	9,124	68,428	109,483
1-23	35.445	56.710	1.064	2.836	6,168	9,868	74,010	118,411

*Estimates for informational purposes only. The Official Hourly Rate is used for payroll purposes.

PAY SCHEDULE 1: GENERAL NONREPRESENTED

June 27, 2004 through June 25, 2005

<u>Pay Range</u>	<u>Official Hourly Rate</u>				<u>Monthly Basis*</u>		<u>Annual Basis*</u>	
	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Step</u>	<u>8% of Minimum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
1-01	7.949	10.396	0.239	0.636	1,384	1,809	16,598	21,707
1-02	8.269	11.340	0.249	0.662	1,439	1,974	17,266	23,678
1-03	8.716	11.790	0.262	0.698	1,517	2,052	18,200	24,618
1-04	9.154	12.771	0.275	0.733	1,593	2,223	19,114	26,666
1-05	9.560	13.165	0.287	0.765	1,664	2,291	19,962	27,489
1-06	9.947	13.726	0.299	0.796	1,731	2,389	20,770	28,660
1-07	10.217	14.812	0.307	0.818	1,778	2,578	21,334	30,928
1-08	11.048	16.021	0.332	0.884	1,923	2,788	23,069	33,452
1-09	11.950	17.326	0.359	0.956	2,080	3,015	24,952	36,177
1-10	12.923	18.739	0.388	1.034	2,249	3,261	26,984	39,128
1-11	13.977	20.267	0.420	1.119	2,432	3,527	29,184	42,318
1-12	15.117	22.672	0.454	1.210	2,631	3,945	31,565	47,340
1-13	16.348	24.519	0.491	1.308	2,845	4,267	34,135	51,196
1-14	17.682	26.522	0.531	1.415	3,077	4,615	36,921	55,378
1-15	19.126	29.642	0.574	1.531	3,328	5,158	39,936	61,893
1-16	20.683	33.093	0.621	1.655	3,599	5,759	43,187	69,099
1-17	22.370	35.791	0.672	1.790	3,893	6,228	46,709	74,732
1-18	24.194	38.710	0.726	1.936	4,210	6,736	50,518	80,827
1-19	26.167	41.863	0.786	2.094	4,554	7,285	54,637	87,410
1-20	28.299	45.276	0.849	2.264	4,925	7,879	59,089	94,537
		0.000						
1-21	30.606	48.967	0.919	2.449	5,326	8,521	63,906	102,244
1-22	33.100	52.959	0.993	2.648	5,760	9,215	69,113	110,579
1-23	35.800	57.277	1.074	2.864	6,230	9,967	74,751	119,595

*Estimates for informational purposes only. The Official Hourly Rate is used for payroll purposes.

NONREPRESENTED BROADBAND PAY SCHEDULES

Effective June 29, 2003 through June 26, 2004

		<u>Official Hourly Rate</u>						<u>Monthly Basis*</u>		<u>Yearly Basis*</u>	
<u>Pay Schedule</u>	<u>Pay Range</u>	<u>Minimum</u>	<u>Appointment Maximum 1</u>	<u>Appointment Maximum 2</u>	<u>Maximum</u>	<u>Within Range Step</u>	<u>8% of Minimum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
Patient Treatment-Related											
50	50-50	47.518	61.774	na	76.029	1.426	3.802	8,269	13,230	99,218	158,749
	50-51	58.078	75.502	na	92.925	1.743	4.647	10,106	16,169	121,267	194,028
	50-52	63.358	82.366	na	101.373	1.901	5.069	11,025	17,639	132,292	211,667
Law Enforcement											
56	56-01	21.093	31.640	na	42.186	0.633	1.688	3,671	7,341	44,043	88,085
	56-02	16.981	21.227	na	25.472	0.510	1.359	2,955	4,433	35,457	53,186
Information Systems-Related											
70	70-02	22.814	36.503	41.748	50.191	0.685	1.826	3,970	8,734	47,636	104,799
Professional Legal-Related											
71	71-01	19.707	35.134	na	50.561	0.592	1.577	3,430	8,798	41,149	105,572
General											
81	81-01	25.958	40.235	na	54.512	0.779	2.077	4,517	9,485	54,200	113,821
	81-02	22.814	36.503	na	50.191	0.685	1.826	3,970	8,734	47,636	104,799
	81-03	19.505	30.233	na	40.961	0.586	1.561	3,394	7,128	40,727	85,527
	81-04	14.967	23.948	na	32.928	0.450	1.198	2,605	5,730	31,252	68,754
	81-05	10.938	17.775	na	24.611	0.329	0.876	1,904	4,283	22,839	51,388

*Estimates for informational purposes only. The Official Hourly Rate is used for payroll purposes.

Appendix B

NONREPRESENTED BROADBAND PAY SCHEDULES

Effective June 27, 2004 through June 25, 2005

<u>Official Hourly Rate</u>								<u>Monthly Basis*</u>		<u>Yearly Basis*</u>	
<u>Pav Schedule</u>	<u>Pav Range</u>	<u>Minimum</u>	<u>Appointment Maximum 1</u>	<u>Appointment Maximum 2</u>	<u>Maximum</u>	<u>Within Range Step</u>	<u>8% of Minimum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
Patient Treatment-Related											
50	50-50	47.994	62.443	na	76.891	1.440	3.840	8,351	13,380	100,212	160,549
	50-51	58.659	76.307	na	93.955	1.760	4.693	10,207	16,349	122,480	196,179
	50-52	63.992	83.240	na	102.488	1.920	5.120	11,135	17,833	133,616	213,995
Law Enforcement											
56	56-01	21.304	32.006	na	42.708	0.640	1.705	3,707	7,432	44,483	89,175
	56-02	17.151	21.489	na	25.827	0.515	1.373	2,985	4,494	35,812	53,927
Information Systems-Related											
70	70-02	23.043	36.919	42.169	50.795	0.692	1.844	4,010	8,839	48,114	106,060
Professional Legal-Related											
71	71-01	19.905	35.536	na	51.167	0.598	1.593	3,464	8,904	41,562	106,837
General											
81	81-01	25.958	40.235	na	55.158	0.779	2.077	4,517	9,598	54,200	115,170
	81-02	23.043	36.919	na	50.795	0.692	1.844	4,010	8,839	48,114	106,060
	81-03	19.701	30.587	na	41.473	0.592	1.577	3,428	7,217	41,136	86,596
	81-04	15.117	24.238	na	33.358	0.454	1.210	2,631	5,805	31,565	69,652
	81-05	11.048	18.003	na	24.958	0.332	0.884	1,923	4,343	23,069	52,113

*Estimates for informational purposes only. The Official Hourly Rate is used for payroll purposes.

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PAY SCHEDULE 90: EXECUTIVE SALARY GROUP (ESG)

June 29, 2003 through June 25, 2005

Pay Range	Official Hourly Rate			Monthly Basis*		Annual Basis*	
	<u>Minimum</u>	<u>Maximum</u>	3% of <u>Minimum**</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
90-01	25.958	40.235	0.779	4,517	7,001	54,200	84,011
90-02	28.035	43.455	0.842	4,878	7,561	58,537	90,734
90-03	30.278	46.931	0.909	5,268	8,166	63,220	97,992
90-04	32.701	50.687	0.982	5,690	8,820	68,280	105,834
90-05	35.318	54.743	1.060	6,145	9,525	73,744	114,303
90-06	38.144	59.124	1.145	6,637	10,288	79,645	123,451
90-07	41.196	63.854	1.236	7,168	11,111	86,017	133,327
90-08	44.492	68.963	1.335	7,742	12,000	92,899	143,995
90-09	48.052	74.481	1.442	8,361	12,960	100,333	155,516
90-10	51.897	80.441	1.557	9,030	13,997	108,361	167,961

*Estimates for informational purposes only. The Official Hourly Rate is used for payroll purposes.

**Equivalent to Within Range Pay Step.

PAY SCHEDULE 95: GENERAL SENIOR EXECUTIVE GROUP (GSEG)

Effective June 29, 2003 through June 26, 2004

Pay Range	<u>Official Hourly Rate</u>			<u>Monthly Basis*</u>		<u>Annual Basis*</u>	
	<u>Minimum</u>	<u>Maximum</u>	3% of <u>Minimum**</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
95-01	37.555	65.722	1.127	6,535	11,436	78,415	137,228
95-02	50.073	87.628	1.503	8,713	15,248	104,553	182,968

*Estimates for informational purposes only. The Official Hourly Rate is used for payroll purposes.

**Equivalent to Within Range Pay Step.

PAY SCHEDULE 95: GENERAL SENIOR EXECUTIVE GROUP (GSEG)

Effective June 27, 2004 through June 26, 2005

Pay Range	Official Hourly Rate			Monthly Basis*		Annual Basis*	
	<u>Minimum</u>	<u>Maximum</u>	3% of <u>Minimum**</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
95-01	37.931	66.480	1.138	6,600	11,568	79,200	138,811
95-02	50.574	88.605	1.518	8,800	15,418	105,599	185,008

*Estimates for informational purposes only. The Official Hourly Rate is used for payroll purposes.

**Equivalent to Within Range Pay Step.

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